



GLOBAL PHILANTHROPY PARTNERSHIP

1916 N. Mohawk Street, #7 • Chicago, IL 60614



USDN Equity Diversity Inclusion (EDI) Fellowship Program

The Global Philanthropy Partnership (GPP) and the Urban Sustainability Directors Network (USDN) are pleased to offer six summer 2018 fellowship opportunities with local governments. Fellows will receive a valuable learning experience while helping local governments to advance their sustainability and inclusion goals.

2018 fellowships will be offered with the [City of Austin \(TX\)](#), [City of Baltimore \(MD\)](#), [City of Eugene \(OR\)](#), [City of Fayetteville \(AR\)](#), [City of Milwaukee \(WI\)](#), and [City of San Antonio \(TX\)](#). See the links above and following section of this document for more information on the scope of each currently available fellowship. The Eugene fellowship will be available in early 2018.



Maria Martelo, 2016 USDN Fellow and 2018 Fellowship Committee Member

Highlights of all six fellowships include:

- At least a living wage specific to the location
- Full-time employment over the summer (12 weeks)
- The experience of working in a local government sustainability program on a well-defined project that advances a community's sustainability and equity goals
- A project that is inclusive of underserved and under-represented communities and responsive to their needs and priorities
- Mentorship and participation in a national learning cohort of USDN EDI fellows, as well as access to all USDN member discussions and products
- Free attendance at the October 2018 USDN annual meeting (expenses paid)
- Membership in an informal network of past and current EDI fellows

More information on the Urban Sustainability Directors Network is available at USDN.org.

Broad requirements for all fellowship projects are listed below. Each local government project also has specific requirements.

- Be passionate about sustainability and/or the environment
- Be new to the sustainability field of work or interested in exploring a career in sustainability
- Have the skills required to match the needs of the projects for which you apply
- Have excellent written and verbal communication skills, including the ability to relate to, communicate with, and learn from racially, ethnically, and socioeconomically diverse communities
- Have experience working with multiple communities, including communities of color
- Have experience considering the impacts of projects on multiple communities, including communities of color
- Commit to working for the entire duration of the fellowship
- Commit to participating actively in the cohort learning and mentoring programs
- Commit to maintaining the privacy of cohort and USDN discussions
- Complete bi-weekly on-line journal posts and a brief report and program evaluation form at the conclusion of the fellowship to reflect on their experience
- Make a presentation on their work at the USDN annual meeting in October 2018 (expenses paid to travel to the USDN annual meeting)

Applications should be sent to the Urban Sustainability Directors Network at <fellowship@usdn.org>. Please include the name of the community or communities with which you are seeking a fellowship in the email subject line. People of color are encouraged to apply.

Applications should include:

- Completed and signed application form (see attached and at USDN.org)
- Current resume

Applications will be accepted on a rolling basis through early March 2018. All applicants will be notified of selection decisions. For additional information, please email Mia Arter, USDN Operations Director, at miaarter@usdn.org. Thank you for your interest!



USDN Managing Director, Nils Moe, introducing a panel of fellows at the 2016 USDN Annual Meeting

USDN Fellowship with the City of Austin (TX) ***Resilience and Equity Fellow, Office of Sustainability***

Fellowship Summary

Through targeted engagement with historically underrepresented communities in the City of Austin, the Resilience and Equity Fellow will test and refine a resilience planning process with the aim of connecting low-income minority communities with City resources and programs to increase their resilience to climate change impacts.

Project Background

Austin is in the midst of profound change. With an estimated 100+ people moving to the city daily, Austin is experiencing intense growth pressures that are causing affordability, displacement, and transportation issues. Austin's history of racial and economic segregation is coming to light as communities of color are increasingly being pushed to the outskirts of the city due to growth pressures. Additionally, climate change is threatening to exacerbate existing socioeconomic stressors in low-income minority neighborhoods in Austin's Eastern Crescent region.

The Resilience and Equity Fellow will work with the Office of Sustainability to help move the needle towards equity in city government by supporting the development of a community resilience plan. Our organization will greatly benefit from hosting a fellow that can help lay the groundwork for future equity-driven work coming from the Office of Sustainability. In light of Hurricane Harvey's catastrophic impacts in the Texas Gulf Coast this summer, as well as recent record-breaking extreme weather events in Austin – including an intense drought (2010-2015), prolonged heat wave (2011), deadly wildfires (2011), and costly flooding (2013 and 2015) – a community-driven resilience planning process is both relevant and timely.

Team Description

The Office of Sustainability was established in 2010 as part of the City Manager's Office. The Office of Sustainability engages city leadership and collaborates across city departments to coordinate and implement climate change mitigation and adaptation initiatives, food policy measures, and other sustainability projects. The Resilience and Equity Fellow will be part of the Office of Sustainability's Climate Program team and will report to Marc Coudert, who leads the Climate Program's resilience efforts. Because our office is collaborative and interdisciplinary, the fellow will have the opportunity to learn from other members of the Sustainability team and play a role in related projects.

Read more about the Austin Office of Sustainability:

- [Office of Sustainability Homepage](#)
- [Office's Climate Change Resilience and Adaptation Website](#)
- [Toward a Climate-Resilient Austin](#)
- [Austin Community Climate Plan](#)

Job Description

The team workplan will consist of the following major tasks:

Relationship-Building & Partnerships: Meet with neighborhood leaders and community organizations to gain an initial understanding of climate stressors in low-income minority communities. Form partnerships with key stakeholders and convene City department contacts and community representatives in an initial community engagement brainstorming process. Facilitate meetings with City of Austin Office of Sustainability and Office of Equity staff to strengthen the relationship between departments and create a framework for resilience and equity work moving forward.

Community Outreach & Engagement: Attend neighborhood meetings and events, conduct informational outreach in neighborhoods vulnerable to climate change and extreme weather impacts, and begin an inclusive resilience engagement process with communities in Austin's Eastern Crescent. Start collecting data and community input to inform the planning process.

Data Analysis, Documentation, & Reporting: Work with the community to understand historic hazards and community assets through a community mapping process, and continue to provide updates to City department contacts and community representatives. Summarize process findings in a report and present findings to City department contacts and community representatives. Draft a document charting a potential path forward for the Office of Sustainability's equity projects, including next steps for community resilience.

The Resilience and Equity Fellow's responsibilities will consist of the following primary activities within the team:

- *Create presentations and draft materials for meetings*
- *Synthesize meeting discussions*
- *Draft reports and documents related to the project*
- *Present at community and internal meetings*
- *Assist with meeting facilitation*
- *Direct engagement with community members on the topic of resilience and equity*

Desired Skills

Successful candidates will be able to demonstrate the following skills, experiences, and abilities:

- Experience working directly with or living among people from diverse racial, ethnic, and socioeconomic backgrounds
- Strong oral and written communication skills
- Ability to quickly learn organizational policies, procedures, and structures that influence the decision-making process
- Experience using Microsoft Office Suite to create clear and concise documents and presentations
- Familiarity with social inequities and how they relate to sustainability and climate change
- A demonstrated commitment to social justice, environmental justice, and community-driven work
- A deep interest in developing equitable policies and programs to advance social justice and sustainability goals in Austin
- Fluency in Spanish is beneficial, but not required

Professional Development and Support

The City of Austin has an extensive list of training and professional development opportunities that will be made available to the fellow during their time with the office. The project team will provide the fellow with an orientation regarding learning, training, and professional development opportunities available in the Austin area and will help the fellow develop a set of professional development goals to work towards during their fellowship. The project team will also regularly meet with the fellow to discuss the fellow's personal fellowship goals, explore professional opportunities, and maintain an open channel of communication. The fellow will also be invited to participate in meetings, lectures, and conferences with the project team and will be encouraged to attend additional educational and training events that they may find interesting. The project team, along with the rest of the office, is committed to making sure the fellow feels supported both professionally and personally to succeed during their fellowship.

Pay Rate and Housing

This fellow will receive a stipend of \$15.10 an hour. Guidance on housing opportunities can be provided for the fellow, if needed.

USDN Fellowship with the City of Baltimore (MD) ***Equity and Engagement Associate, Office of Sustainability***

Fellowship Summary

The Equity and Engagement Associate will assist the Baltimore Office of Sustainability (BoS) in adopting a more systematic and transparent approach to addressing environmental justice and racial equity issues that emerge from diverse community voices. The fellow will use one or more community generated ideas on zero waste to develop overall guidance for creating a strong, sustained relationship with residents and activists.

Project Background

The Baltimore Planning Department has an Equity Committee, an Equity in Action Plan, and a new Assistant Director of Equity and Engagement. Our first mandatory Diversity and Inclusion Training was held this year. The Office of Sustainability has been updating the Sustainability Plan using an equity lens during the engagement period and we are now drafting the plan using equity language and metrics. Racial equity is front and center in our work here in Baltimore. The fellow will begin to implement Goal #1 of the Equity in Action Plan to “improve and increase the dialogue and connections between government and underserved communities in Baltimore” as an overall guide to their work. The fellow will interact with a passionate, experienced team of professionals working to advance racial equity in multiple areas of sustainability.

Team Description

The 15-person team in Baltimore implements the City’s Sustainability Plan. General topics we are engaged in include Food Policy, Climate, Energy and Resiliency, Greening, Floodplain, Critical Area, Forest Conservation, Made in Baltimore, Green Schools and brownfields. We are one of five divisions in the Planning Department. The fellow will work with the larger Planning Department team while being embedded with the Office of Sustainability. The team is close-knit both physically and philosophically. Each staff person is passionate about his/her work. In 2017, they began holding biannual offsite staff retreats to build our team and create the vision our work. Equity shows up as the main link that overlaps all work. This is a core element of each project, policy, and plan on which the team embarks. They are an outward facing group with many partners and are well respected for our progressive and thoughtful work. Staff meets twice monthly to share our work and once monthly as a whole Department.

Job Description

The fellow will develop targeted guidance and an action plan for engaging underserved Baltimore communities and building relationships with activists, residents, and organizations in and affiliated with those communities. The overarching goal behind the fellowship is to better connect the work of the BoS and the community by taking idea(s) that have originated in and been vetted by a diverse and underserved community and developing a framework to guide this and similar relationships. The fellow will use the idea(s) to create overall guidance for creating a strong, sustained relationship with residents and activists on sustainability and equity issues and develop a concrete Action Plan outlining steps of engagement on a topic related to zero waste, with commitments from both sides to take steps to implement the zero waste idea(s).

The fellow will work very closely with environmental justice advocates, residents and neighborhood Bmore Beautiful Captains in underserved neighborhoods to set up a system to incorporate their ideas and efforts which can be then be inserted into City plans, policies and/or projects addressing and preventing environmental injustice and social equity.

Desired Skills

Successful candidates will be able to demonstrate the following skills, experiences, and abilities:

- Local cultural competence and above average emotional intelligence;
- Proficiency with Microsoft Office programs;
- Excellent oral and written communication skills;
- Knowledge of community groups and their desires in one or more Baltimore neighborhoods;
- Familiarity with Baltimore's environmental challenges and opportunities.
- Excellent written and verbal communication skills, and ability to present to diverse audiences, specifically racially, ethnically, and socioeconomically diverse communities.
- Gain an understanding of the landscape of Baltimore's institutional and structural racism and bias.
- Experience working collaboratively with government staff, community groups, advocates and residents, including communities of color by embedding in a South Baltimore community
- Learn to incorporate multiple perspectives and consider impacts and outcomes of decision making processes.
- An understanding of Baltimore's zero waste and environmental justice issues from both the advocate and government side.
- Build a framework for developing and maintaining healthy community-government relationships; create targeted guidance / action plan for ensuring underserved community representation has a voice in government decision-making.

Professional Development and Support

The fellow will begin by receiving an overview of the Department, its racial equity work and the history of racial segregation in Baltimore from staff. The fellow will attend monthly Equity Committee, all-staff meetings and lunch and learns. The Assistant Director of Equity and Engagement will be one of the mentors to the fellow, and a buddy will be assigned to help them learn expectations of the office and acclimate them to Baltimore. The fellow will attend our monthly Sustainability and Planning Commission meetings, as well as any related City Council hearings. The fellow will meet multiple times weekly with the Sustainability Coordinator and will be in large space with other summer staff and interns. The fellow will be supported by advocacy partners to listen and learn the intricacies of elevating voices and bringing interests and concerns to a high level of government.

Pay Rate and Housing

Although Baltimore's living wage is \$12.81 an hour, we will supplement the grant funding so fellow will receive a stipend of \$15 an hour.

The team has contacts at Johns Hopkins and other universities and will help the fellow find students who are looking to rent rooms in their apartments while their roommates are away over the summer months. They have done this successfully previously.

USDN Fellowship with the City of Eugene (OR)

CEAP Equity Initiative Fellow

Fellowship Summary:

The Climate and Energy Action Plan Equity Initiative Fellow will help evaluate the equity initiatives included in Eugene's Community Climate and Energy Action Plan (CEAP) update project, as well as work to evaluate the opportunity to develop an internship model with Lane Community College.

Project Background:

The City of Eugene is in the process of updating its Community Climate and Energy Action Plan (CEAP). The CEAP update includes three specific equity initiatives that will extend the depth of the City's outreach and implementation of social equity principles. The intended outcomes of each equity initiative are twofold. First, the initiatives will help bring to light the impact that climate actions will have on marginalized communities and will help identify ways to mitigate adverse impacts. Second, the project will build organization and community capacity to meaningfully identify and address social equity challenges in future projects and processes. The CEAP Equity Initiative Fellow will gain professional experience in research and program evaluation as he or she works with community partners to explore the effectiveness of each initiative. The Fellow will work with a variety of professionals in the sustainability field, public sector, business community and community-based organizations in Eugene who are participating in the CEAP update. The Fellow will also have the opportunity to develop an internship model.

Team Description:

The Fellow will work with the Sustainability Team in the City Manager's Office (CMO) and will be supervised by the Sustainability Analyst, the project manager for the CEAP update. The Office of Sustainability works to promote the Triple Bottom Line framework throughout the City organization. It also coordinates the City's effort to implement the Climate Recovery Ordinance, Internal Climate Action Plan, and the CEAP. The CMO is home to the City Council, the Mayor, and the City Manager. The CMO provides administrative support to Eugene's City Council and also includes several program areas including Human Rights and Neighborhood Involvement and Sustainability. The office has a professional environment that encourages teamwork.

Job Description:

The Fellow will research and evaluate the equity initiatives included in the CEAP update through three projects.

1. *USDN Partner Outreach:* The Fellow will interview municipal partners from the Urban Sustainability Directors Network to learn how they incorporated equity into their climate action planning projects. The Fellow will compile lessons learned and recommendations from those partners.
2. *CEAP Equity Initiative Evaluation:* The Fellow will conduct interviews and survey groups that are participating in the CEAP update using tools developed by the project team in advance of the fellowship. The Fellow will administer the interviews and surveys and analyze the results with support from the project team.
3. *Evaluate Opportunity for LCC Internship Model:* The Fellow, with support from the project team, will meet with the Diversity Office at Lane Community College and explore the potential to develop an internship model. The model will provide a roadmap for municipalities looking for avenues to engage with community college students, a population that tends to be more racially, ethnically, and socioeconomically diverse than many universities.

The position will include interviewing a variety of participants involved in the CEAP update process, administering surveys, analyzing quantitative and qualitative data, and developing good working relationships with a variety of community actors.

Desired Skills:

Successful candidates will be able to demonstrate the following skills, experiences, and abilities:

- Experience working with communities of color and/or low-income populations.
- Familiarity with the barriers that low-income students, communities of color and first generation college students experience in attaining internships.
- Ability to establish good working relationships with other employees and the general public using tact, courtesy, and good judgment.
- Ability to learn office processes, policies, and procedures quickly.
- Effective time management and organizational skills.
- Excellent written and verbal communication skills, including the ability present to racially, ethnically and socioeconomically diverse communities.
- Ability to use spreadsheet software, including simple calculations and creating graphs and charts.
- Work with a high degree of accuracy and attention to detail.
- Education: High school diploma or GED required. Post-secondary course work is desirable.

Professional Development and Support:

The Fellow will join the Sustainability Program team. Professional development opportunities will include training from Sustainability staff on areas of expertise such as data analysis and visualization and sustainability content. The Fellow will have access to a broad network of sustainability professionals. Staff will support and facilitate informational interviews based on the Fellow's interests with staff across the City and other contacts in the community. In addition, the Fellow will be connected to a mentor from another work group in the City.

Pay Rate and Housing:

This fellow will receive a stipend of \$15 an hour. Eugene, home to the University of Oregon, offers a variety of housing options with a high availability of units in the summer. Guidance on housing opportunities can be provided for the fellow, if needed.

USDN Fellowship with the City of Fayetteville (AR) *Equity Fellow, Sustainability Department*

Fellowship Summary:

The Fayetteville Equity Fellow will work closely with City staff and local organizations to collect voices, stories, and data to build a Community Equity Assessment, laying the groundwork for the City's long-term goal of institutionalizing equity across City operations.

Project Background:

The fellow will work within the City's Sustainability Department to expand local and regional understanding of the equity issues Fayetteville faces. True sustainability is not possible when only select community members have access to and benefit from healthy economic, social, and environmental systems.

Fayetteville citizens generally experience higher-than-average outcomes in key social indicators including educational attainment, public health outcomes, and perceived quality of life. While this creates a strong sense of civic pride, these generally positive outcomes can also mask many of the enduring challenges faced by members of the community. The City of Fayetteville currently has a lack of localized, organized, easily accessible information about how race, age, income, and other indicators drive life outcomes. The fellow will assist City staff in gathering community voices, stories, and data to illuminate some of these hidden disparities, but also the hidden assets, that exist across Fayetteville. This assessment and the information it contains will serve to build awareness and understanding of the drivers and consequences of inequity in the community.

The assessment will be built on proven models such as the [National Equity Atlas](#), [Inclusive Dubuque](#), and the [King County Equity and Social Justice Strategic Plan](#). This assessment will highlight the work of existing organizations and community members while identifying areas in need of further improvement. The stories and data that comprise this assessment will help form the basis of future equity projects and programs in the City.

Team description:

The City's Sustainability Department strives to make Fayetteville a resource efficient community of livable neighborhoods that meet present needs without compromising future generations' opportunities for health, well-being, and prosperity. The department delivers internal and community-wide programs and projects, focusing on supporting economic, environmental, and social initiatives across Fayetteville. The Sustainability team, led by Director Peter Nierengarten, reports directly to the Chief of Staff and Mayor's Office. The Sustainability team is small, only 4 members, but partners actively across all City departments and with many outside community groups to amplify efforts. The team works together in an open office setting and has a commitment to collaborative, creative

problem-solving in an information-rich setting. Working with the Sustainability Department is an opportunity to develop sustainable practices- personally, professionally, and across the Community.

Job Description:

The Equity Fellow will focus on collecting, analyzing, and reporting on quantitative and qualitative information related to equity gaps and barriers in Fayetteville. The scope of work includes gathering local demographic data, conducting focus groups, and completing personal interviews with community members. The fellow will work closely with the Sustainability Coordinator to complete the public input phase of the Equity Assessment. Daily work may include meeting with City staff from various departments, leading conversations, navigating national and local databases to collect information, data gathering through online research and in-person communication, quantitative data analysis, hosting public outreach events, conducting face-to-face interviews, writing reports, editing content, and presenting information to groups of stakeholders.

Desired Skills:

The ideal candidate for this position will have a unique combination of work and/or volunteer experience and acquired life skills. We also value personal qualities such as intellectual curiosity, empathy, flexibility, and a sense of humor. The ideal candidate would have the following experience and skills:

- Experience working directly with or living with people from diverse racial, ethnic, religious, and socioeconomic backgrounds
- Demonstrated history of community involvement through charitable organizations, volunteer groups, religious organizations, etc.
- Comfortability communicating about present and historic forms of bias, institutional and structural racism, and other equity considerations
- Experience developing communication materials for diverse audiences and presenting information to large and small groups
- Ability to connect sustainability considerations to the lived experiences of people of color, individuals with disabilities, non-native English speakers, and low-income populations.
- Ability to work closely with a diverse team from multiple different organizations
- Creative and clear communication skills – Spanish language speakers encouraged to apply
- Skills in qualitative and quantitative data collection and analysis
- Ability to conduct and drive conversations in individual interviews and focus groups
- Ability to write clearly and concisely
- Curiosity about systems, organizations, and structures
- An ability to independently research and proactively learn needed skills

Professional Development and Support:

The fellow will gain expertise in data gathering and analysis, survey methodology and analysis, and an in-depth understanding of the community engagement process. Additionally, the fellow will meet regularly with local community, business, and academic leaders, expanding their professional network. The fellowship will provide valuable skill development, networking opportunities, and community organizing experience. The Sustainability team is committed to providing professional development opportunities and career planning support for the fellow, as well as a highly supportive environment.

Pay Rate and Housing:

The fellowship supports one full-time, temporary (12 week) employee at the rate of \$13.58 an hour. Guidance on housing opportunities and assistance with moving can be provided for the fellow, if needed.

USDN Fellowship with the City of Milwaukee (WI) ***Eco-Neighborhoods Outreach Fellow***

Fellowship Summary:

The Eco-Neighborhoods Outreach Fellow in City of Milwaukee's Environmental Collaboration Office (ECO) will further develop the Eco-Neighborhoods Initiative. The fellow will help increase the office's community connections while increasing residents' use of city resources, residential comfort, health, and eco-activity in the City of Milwaukee.

Project Background:

ECO understands that community collaboration is key to achieving its sustainability goals. In the spring of 2017, ECO developed the [Eco-Neighborhoods Toolkit](#). This resource functions as a catalyst for community organizers to drive collective action in their communities. In the fall of 2017, it launched the [Eco-Neighborhoods Initiative](#), which is intended to concentrate enough eco-activities in a neighborhood to inspire neighbors to continuously practice ecologically friendly behaviors, while creating a lasting visible impact. These activities include installing various types of gardens and green infrastructure, hosting [Me² house parties](#), organizing Fix-It clinics, and hosting a series of eco-friendly behavior workshops. While this initiative focuses on environmental sustainability, it tackles environmentalism from an equity lens. This is achieved through targeted engagement with residents that aren't aware of city-funded resources or non-profit resources that are available for them. This initiative is in its early stages, so the fellow will assist in shaping its structure. By the end of the Fellowship, the team will have a career plan established with fellow, furthermore the experiences gained through this Fellowship include:

- Project management
- Asset Mapping/Power mapping
- Steps to Executive Functioning
- Project Evaluation
- Models of Equitable Community engagement

Team Description:

The Environmental Collaboration Office, or ECO, strives to make Milwaukee a world-class eco-city. ECO develops practical solutions that improve people's lives and the economy while working to protect and restore the natural ecosystems that support our long-term prosperity. It collaborates with the community, develops global partnerships, offers award-winning programs, and implements the City's *Refresh Milwaukee* sustainability plan. With a relatively small staff, ECO has an outsized impact through effective collaborations with the community. ECO provides a fast-paced and collaborative work environment where each team member has a unique opportunity to blossom as community leader and visibly improve the City. ECO seeks to be inclusive of Milwaukee's

diverse community by working toward a common mission of neighborhood improvement. ECO is a division of the Department of Administration. This position will report directly to the Director of Environmental Sustainability, Erick Shambarger.

Job Description:

The goal of the fellowship is to recruit and support the second cohort of community organizers and successfully launch the initiative in diverse neighborhoods where the city's sustainability resources would be most useful - based on need. Recruiting neighborhoods will require the fellow to conduct an assessment of Milwaukee neighborhood demographics and conditions and be able to adequately explain the initiative and give clarity to residents/organizers on toolkit resources. Supporting the second cohort entails facilitating events/meetings alongside organizers and providing ongoing support and gathering resources for events and strategic meetings. The fellow will also advise the Director of Environmental Sustainability on possible approaches for better connecting ECO programs with communities of color.

Desired Skills:

Successful candidates will be able to demonstrate the following skills, experiences, and abilities:

- Experience working directly with or living among people from diverse racial, ethnic, and socioeconomic, backgrounds
- Ability to present in front of racially and socioeconomically diverse groups.
- Effective written and verbal communication skills.
- Ability to connect sustainability, environmental issues, and/or climate change to the lived experiences of people of color, disabled, and low-income populations.
- Bilingual preferred
- Ability to analyze and recommend solutions to management and organizational problems.
- Ability to meet community groups or organizations outside of City Hall, possibly during evening hours
- Proficiency in Microsoft Office suite
- People of color are encouraged to apply

Professional Development and Support:

Throughout this experience, the fellow will interact with the Environmental Collaboration Office's diverse sustainability network gaining access to future opportunities. Also this opportunity will give the Fellow the opportunity to work with an office that is dedicated to seeing them thrive on their personal and professional opportunities. Furthermore, the Director of Sustainability and Fellow will have weekly one-on-one meetings discussing progress, goals, and how to troubleshoot any issues. And the Eco-Neighborhood Outreach specialist will support the Fellow on a daily basis.

Pay Rate and Housing:

This fellow will receive a stipend of \$13.84 an hour. The University of Milwaukee Wisconsin offers Summer Interns affordable housing. Applications release every spring and the team is willing to assist in application process.

USDN Fellowship with the City of San Antonio (TX)

Climate Equity Engagement Initiative Fellow

Fellowship Summary:

The Climate Equity Engagement Fellow will assist in engaging traditionally disenfranchised, non-engaged, and under-represented community members in the development of San Antonio's first Climate Action and Adaptation Plan (CAAP). The fellow will connect with target communities in a positive and impactful way to ensure that as the CAAP is developed and implemented, it incorporates meaningful engagement throughout an inclusive process.

Project Background:

San Antonio, the nation's seventh largest city, is a multicultural community with deep roots in Mexican and American History. It is also one of the fastest growing cities in the nation, with an expected growth in population of additional 1.1 million by 2040. In June 2017, the San Antonio City Council passed a resolution in support of the goals of the Paris Climate Accord and the City of San Antonio's Office of Sustainability is currently preparing to develop San Antonio's first Climate Action and Adaptation Plan (CAAP) in collaboration with the University of Texas in San Antonio (UTSA). Equity is key in the plan framework, as people of color and low-income populations are impacted most from climate change, and may have a reduced capacity to adapt both to climate hazards and the rising cost associated with climate mitigation. As a result, it is critical to have diverse and inclusive engagement in all aspects of climate planning. The Community Engagement Plan will set goals to reach a demographic representation of our community and use both quantitative and qualitative methods and the ability to track and analyze our engagement.

Read more:

- [SA Tomorrow Sustainability Plan and Studies](#)
- [Paris Climate Resolution Press Release](#)

Team Description:

The Office of Sustainability, established in 2008, focuses on innovative programs including climate action and adaptation, energy efficiency, air quality, community and corporate sustainability, and sustainable transportation. The Office of Sustainability is an established department that reports to the City Manager's Office and is a team of nine staff. The fellow will report directly to the Sustainability Planning Manager, under the Chief Sustainability Officer. The City of San Antonio has four Core Values that represent who they are as a City organization and as a team: Teamwork, Integrity, Innovation, and Professionalism.

Job Description:

What will be the position's primary responsibilities? Include detail on any specific expectations related to tasks, i.e. this position will entail facilitation, public speaking, and engaging with members of immigrant and refugee communities.

The Climate Equity Engagement fellow, under direct supervision, will assist the Office of Sustainability with targeted equity focused community engagement for the Climate Action and Adaptation Planning (CAAP) Initiative. The fellow will assist in identifying gaps in engagement; provide corrective recommendations for the process; conduct direct engagement to target communities and stakeholders on the CAAP goals and priorities developed to that point; and document findings related to specific project goals, priorities, and actions from these stakeholders for inclusion into the CAAP.

Desired Skills:

Successful candidates will be able to demonstrate the following skills, experiences, and abilities:

- Experience working directly with or living among people from diverse racial, ethnic, and socioeconomic, backgrounds
- Ability to present to diverse audiences
- Ability to connect sustainability, environmental issues, and/or climate change to the lived experiences of people of color, disabled, and low-income populations.
- Understanding of how people engage differently due to cultural and socioeconomic differences
- Knowledge Microsoft Office
- Good written and verbal communications skills
- Ability to communicate by phone, email, or in person in one-to-one or group setting
- Ability to analyze and recommend solutions to management and organizational problems
- People of color are encouraged to apply
- Bilingual Spanish preferred

Professional Development and Support:

The Office of Sustainability is a very supportive and welcoming environment. The fellow will have a primary mentor, Sustainability Planning Manager, who will provide general support and resources available to be successful. Fellow will be provided onboarding and orientation of the organization and City to help develop a network of people with City Departments and community partners. The fellow will also have additional mentoring and training opportunities through the partnership with the Office of Equity. The fellow will also have daily access and engage the Sustainability team and Chief Sustainability Officer in a supportive and connected work atmosphere. He or she will also have the opportunity to engage in discussions with numerous local equity groups as part of a local Equity and Resilience Group.

The Office of Sustainability anticipates the Fellowship will provide the fellow with many benefits including professional experience working in municipal government, building network of public and nonprofit community groups, and an expanded knowledge and experience from being directly involved in the development of a CAAP that has equity as a guiding framework.

Pay Rate and Housing:

This fellow will receive a stipend of \$14.87 an hour. Guidance on housing opportunities can be provided for the fellow, if needed.